



OFFICE OF THE GOVERNOR

A PROCLAMATION

WHEREAS, it has been demonstrated both nationally and in Wisconsin that the employer, the employee and the employee's family can benefit substantially from work site based Employee Assistance Programs that address all personal problems, and;

WHEREAS, national estimates of the costs of Mental Illness and Substance Abuse to society are \$314 billion in lost profits, productivity, disability and early death, and;

WHEREAS, alcohol and other drug-related problems are among the top four reasons for the rise in workplace violence, and;

WHEREAS, it is estimated nationally that alcoholism causes 500 million lost workdays each year, and;

WHEREAS, the effective use of Employee Assistance Programs saves the employer five to sixteen dollars for every dollar invested, and;

WHEREAS, I, through the State Council on Alcohol and Other Drug Abuse, seek to encourage all employers to utilize Employee Assistance Programs and Drug Free Workplace Programs and other appropriate services to support and sustain Wisconsin's workforce;

NOW, THEREFORE, I, JIM DOYLE, Governor of the State of Wisconsin do hereby declare the month of October, 2005 as

EMPLOYEE ASSISTANCE AND DRUG FREE WORKPLACE AWARENESS MONTH

in the State of Wisconsin, and I encourage all employers to:

1. Establish and maintain Employee Assistance Program (EAP) policies, utilizing EAP core technologies to assist employees and their families in resolving or better managing illness, disability or personal problems that interfere with their capacity to achieve work expectations and/or their ability to meet the essential needs of their families.
2. Educate and support managers, supervisors and union representatives in their efforts to apply Employee Assistance policy and EAP core technologies as defined by EAPA standards, in assisting their employees or members in resolving and better managing the effects of illness, disability or personal problems when such interfere with their ability to meet job expectations.
3. Take steps to assure within the limits set by law, the confidentiality of all information shared relative to an employee's illness, disability or personal problems, including information released through signature of the employee.
4. Take effective steps to provide a safe and drug free workplace by establishing, communicating and enforcing policies that prohibit the use of intoxicating beverages on the job, and prohibit illicit drugs and their negative effect in the workplace.
5. Provide access to and advocate for appropriate treatment and other services to all employees, supervisors and managers when illness, disability or personal problems interfere with job expectations.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this thirtieth day of August in the year two thousand five.

A handwritten signature of Jim Doyle in black ink, written over a horizontal line.

JIM DOYLE

By the Governor
A handwritten signature of Douglas La Folle in black ink, written over a horizontal line.
DOUGLAS LA FOLLE
Secretary of State

